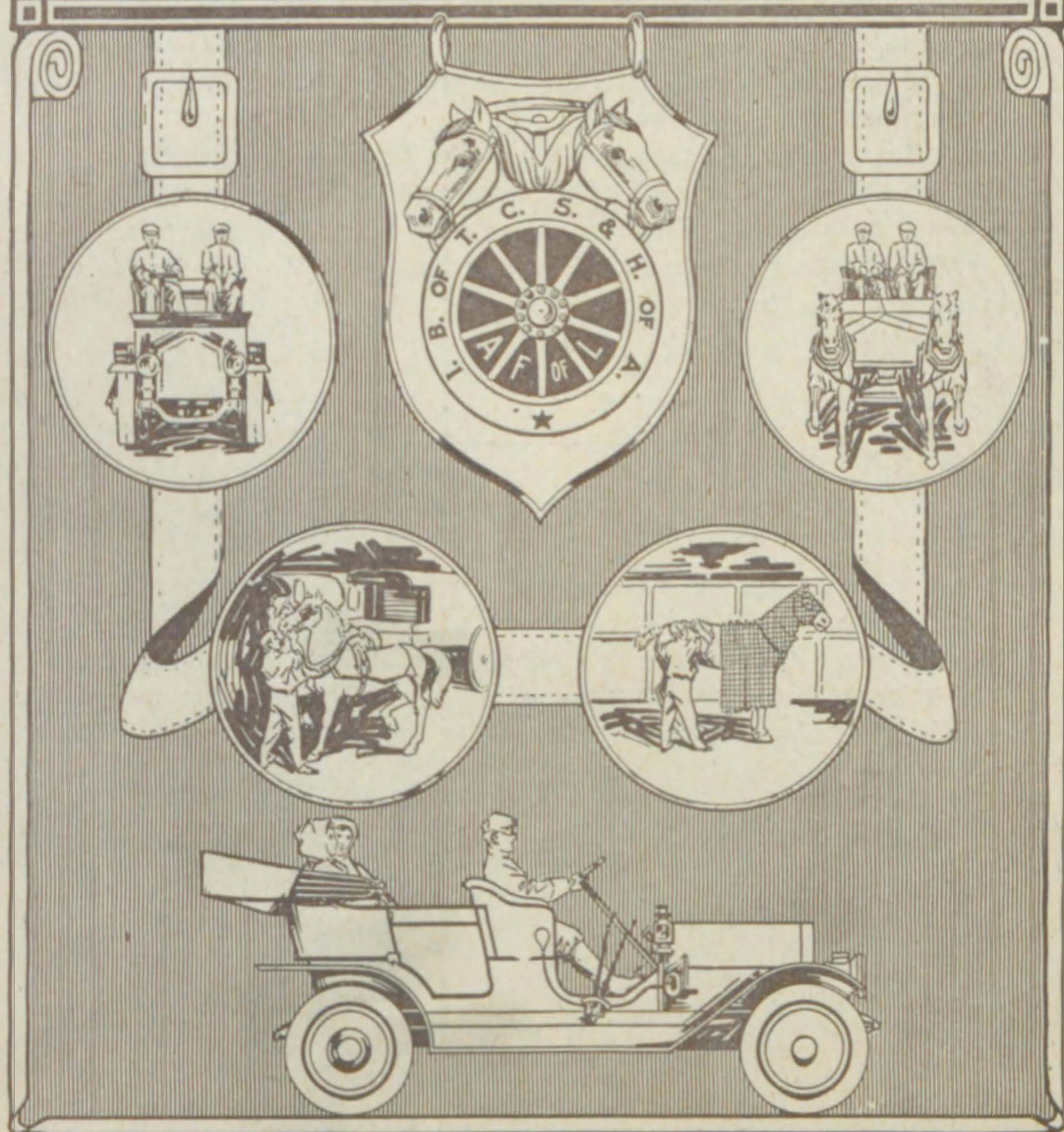


DECEMBER, 1915

OFFICIAL MAGAZINE OF
INTERNATIONAL BROTHERHOOD
TEAMSTERS • CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



Sometime during the early part of December the General Office will send to all secretaries of local unions an election blank, and we urgently request that immediately after the officers of the local unions are elected that this blank be filled out properly, giving the name and address of each and every officer, together with the time and place of holding meetings, and forward same to the General Secretary-Treasurer. The filling out of these election blanks is of more importance to the General Office than most of our members think. It gives us an opportunity to correspond with each and every officer whenever necessary, and it is only a few minutes' work on the part of the Secretary to take care of this matter.

The new constitution is now ready for distribution. Every member of our local unions should have in his possession a copy of the laws of our International organization. These constitutions are sold to the local unions at 5 cents per copy. See to it that your local union purchases a sufficient number to supply each and every one of its members.

— OFFICIAL MAGAZINE — INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS STABLEMEN AND HELPERS.



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WHAT TUBERCULOSIS COSTS IN WAGES



WORKINGMEN are always aroused when an employer or a group of employers suggest a reduction in wages. How many of the men who read this article ever stop to think of the enormous sums of money they are losing in wages every year due to one preventable disease, tuberculosis.

A careful study of 500 Boston men who had consumption, and most of whom died with it, has revealed the fact that these 500 men alone lost over \$425,000 in wages as a result of this disease. The investigators in this study were not guessing; they actually looked up the wages that the various men had been getting when they were taken sick; the length of time they were sick, and thus the amount of money they lost could easily be figured up. Each of these men lost on an average in hard cash nearly \$1,000 in wages alone, to say nothing of the enormous loss to his family and the community and the uncomputed suffering that this disease caused. It was found that out of the 500 men, 495 had to give up their work because of tuberculosis, and that the average number of weeks of complete disability when they could do nothing, ranged from fifty-eight

to eighty-nine, depending on whether the men were living or dead at the time of investigation. The average rate of wages was about \$11.50 and the total loss amounted to \$426,039.

A most conservative estimate would place the number of deaths of workmen from tuberculosis last year at 50,000. If, on an average, every one of them lost \$1,000 in wages, the total wage loss would amount to \$50,000,000 in one year. The actual loss is probably considerably larger than that sum, a number of writers placing it as high as \$150,000,000. It will be plain, however, to every workman from these figures that an attack of tuberculosis means a serious loss in money, happiness, and health. How can this disease be warded off? Just a few suggestions may save you money. Read them carefully.

1. Live in the fresh air as much as you can. You may have to work inside, but by keeping a window open and by getting a few deep breaths of outdoor air at frequent intervals, you can help to insure your health. If you are at home, keep the windows open, and always sleep with plenty of fresh air circulating through the room. Outdoor play and exercise are to be preferred.

2. Eat all the good, plain food you can digest comfortably. Eat a variety of foods, not all meat or all vegetables, but some of various kinds, such as fruit, meats, fish, vegetables, milk, eggs, etc. Your stomach, bowels, liver and other digestive organs require three things primarily, nourishing foods, liquids, particularly water, and bulk. Many things you eat, such as some vegetables, do not nourish the body but they are needed for bulk in your intestines to prevent constipation. What you eat will determine to a large extent your ability to resist attacks of tuberculosis and other diseases.

3. Rest is as necessary to health as is food or air. Some people require more rest than others, but every working man or woman should try to get at least eight hours of rest every night or day in bed. Besides this, everyone should find opportunity to rest and relax while at work or between periods of work. One may relax without stopping work, simply by changing or shifting one's position or task. If you work hard with your hands during the day, a certain amount of mental work at night may be a recreation. It is monotony of work, doing the same thing over and over, day in and day out in the same way that kills. Anyone can break the monotony if he tries.

4. This leads us to suggest recreation or play or exercise as a part of your daily life. Don't play so that you become all tired out, for then the play is dangerous. Everyone needs some play, but not too much. You can't work all day and dance and carouse all night and keep your health. Sooner or later the strongest constitution will break and the resistance to disease will become so low that the onset of tuberculosis or other disease cannot be avoided.

5. A hundred more rules and suggestions might be given, but enough has been said to show that the safeguarding of your health against tuberculosis depends to a large extent upon you. If you live a clean, regular life, your chances of escaping tuberculosis are far better than those of the man who burns the candle of his life at both ends and who pays no attention to his greatest wealth, his own health.—National Association.

Perseverance is more prevailing than violence, and many things which cannot be overcome when they are together yield themselves up when taken little by little.—Plutarch.

THE FOUNDATION OF SUCCESS



We, who are engaged in the labor movement, sometimes become confused regarding principles and policies, mistaking one for the other. This is not due to lack of intelligence, but rather to lack of thoughtful consideration of the matter. When we clearly understand the difference between principles and policies and methods, between the purpose which brings us together and the tools with which we expect to carry out that purpose, a long step toward a better understanding and greater harmony will have been taken.

The distinction between principles and policies and methods ought to be clear. Principles express our purpose, policies and method are the ways and means by which we accomplish that purpose.

Men are drawn and held together by principles and they can not surrender them unless they experience a change of heart.

While policies must be established and methods adopted in a practical way, they are secondary in importance.

Reasonable men can subordinate themselves to the will of the majority as to policies and methods, but they can never surrender the the fundamental principles upon which their organization is founded.

If our organization is worth anything it ought to succeed. In order to make any organization successful unity of action is necessary. To secure unity of action concord upon the fundamental principles of the organization is essential. Differences may exist regarding methods and policies and still unity of action can obtain if the membership is alive to its responsibilities.

The great underlying purpose of labor organization is to make this a better world to live in for those who toil. All who are in sympathy with this purpose should be able and willing to co-operate with one another. No one who believes in putting his own interest above that of his fellow worker can consistently belong to a union, because this is contrary to its fundamental purpose. Men must be in sympathy with one another before they can act together as a unit. There are great evils to be remedied; agreeing as to the fundamental purpose of our organization, are we to fold our hands and declare that it is no use to try because we differ as to how to run our organization? Let us answer by holding fast to our principles, and at the same time hold council, give and take as to policies and methods, respect the opinions of others and abide by the result.

If our hearts are right on the essential thing, faith in the fundamental purpose of making this a better world to live in for wage earners and their wives and children, why can't we allow latitude and difference of opinion as to ways and means? The trouble is that we magnify the secondary things and lose sight of the things which are of real moment.

Our organization has been successful in the past because the membership has been a unit in its faith regarding its purpose and has permitted a wide latitude in minor matters. We can attain a still greater degree of success by united action brought about by harmony based upon understanding. This understanding will bring home to us that policies may change in a day, but principles are eternal; that permanent success is based pri-

(Continued on Page 16.)

EDITORIAL

(By Thos. L. Hughes.)

ON November 1, last, the wage agreement of our Truck Drivers' Local Union No. 705, Chicago, expired. This local, as is well known, is the largest one affiliated with the International Union. For several weeks prior to the expiration of the agreement, which had been in operation for a period of three years, a committee composed of the four salaried officers of the local union held conferences with the members of the Chicago Cartage Club, the employing team owners of Chicago. The question of hours and wages was discussed at several meetings, but the committee could come to no agreement. One of the hardest obstacles to overcome was the fact of their being two local unions of truck drivers in Chicago. One being an independent union, it was a hard matter to come to any understanding between the two organizations.

On October 29 I was requested by the officers of Local Union No. 705 to visit Chicago and to endeavor to assist and advise the local union in its negotiations with their employers. At the first meeting the employers offered an increase of 50 cents per week to all team drivers; no offer, however, was made for the men driving automobiles. At a call meeting of the local union this proposition was presented to the membership, which was unanimously rejected and the committee requested to go back to their employers and try again. Several more meetings were held, and finally another offer of 75 cents was made by the employing team owners. Another meeting of the local union was held, and like the former one, the membership decided to reject the proposition submitted by the employers. The committee again returned to the employers and held several conferences, and they finally came to the conclusion that until such time as a committee from the independent truck drivers' union would meet a committee from our local union, together with the team owners, that no settlement could be reached. Finally a conference was brought about between the committees of the two local unions and a committee from the Team Owners' Association, and an understanding on the wages of drivers of horses was made and the following day an agreement was reached covering the wages of the men driving automobiles.

At a special call meeting of our local union, with over 1,500 men in attendance, the report of the committee was read, which gave to every man driving a team or automobile an increase in wages amounting to \$1.50 per week.

Of course there was no objection made by the membership in regard to wages, as that was the amount asked for in the original agreement submitted by the local union to their employers, but when it was explained that the new agreement was to be in force for a period of five years, some of the men who had done the least for Local Union No. 705 objected as strongly as possible, but after a thorough explanation was made by the committee, a motion to concur in their recommendation was adopted by a unanimous vote of the local union.

In all my experience as a representative of our organization I never

witnessed a more pleased crowd of men—and why not? This last agreement was the best one ever signed by the local union in all its existence. In all the conferences with the employers and at all the meetings of the local union no harsh language was used and it was a revelation to one who in the past had to deal with the same employers and the members of this local union. The team owners were fair in all their dealings, trying to strike the best bargain possible, and, on the other hand, the representatives of the local union were doing their level best to get all that was possible for their membership. I can also add that the membership who now make up the truck drivers' local union are as far superior to the men of twelve years ago as day is to night—better behaved, gentlemanly, sober and respectful in their actions in their meetings. In fact it is now a pleasure to attend the meetings of this local union.

Too much credit cannot be given to the officers of Local No. 705 who acted as the wage scale committee for their local union. They worked day and night in the interest of those they represented, using good judgment at all times in their dealings with their employers, and were willing to listen to advice and counsel when offered. In fact, in my thirteen years' experience in handling wage agreements I have never acted with a better committee and I believe, with all due respect to some of those who acted for this local union in the past, this committee, composed of the officers of Local Union No. 705, was the best that ever handled a wage agreement for that local union, and I am satisfied that during the month of December, when the election of officers of this local union takes place, the membership will not forget those who did their duty, who watched and protected their interests and brought back to their homes a little more, so that they and their families might enjoy life a little more than they have in the past.

For the benefit of the new members of Local No. 705, and for the information of our general membership, I am publishing a copy of the wages received by the membership of Local No. 705 since the inception of their organization, showing the wages paid each year up to the present one. These figures will show the benefits that the members of this local union have derived since its inception.

I leave it to the readers of this magazine as to whether or not the teamsters' union has accomplished anything for its membership. The single driver has received, through increase in wages since the inception of Local No. 705, the sum of \$1,924.00 over the salary paid before the union was started, and the double driver has received \$2,782.00 above the wages paid prior to the formation of this union.

The membership has paid on an average of 60 cents dues per month into the local union, which amounts to \$93.60, and which goes to show that their investment as members of our union has surely been a paying one.

Single drivers, prior to organizing, \$9.00 per week.

| | | |
|-----------|---|----------|
| 1902-1903 | \$10.00 per week, or \$520.00 per year, increase over year 1901 | \$ 52.00 |
| 1903-1904 | 11.00 per week, or 572.00 per year, increase over year 1901 | 104.00 |
| 1904-1905 | 11.25 per week, or 585.00 per year, increase over year 1901 | 117.00 |
| 1905-1906 | 11.25 per week, or 585.00 per year, increase over year 1901 | 117.00 |

| | | |
|-----------|---|--------|
| 1906-1907 | 11.25 per week, or 585.00 per year, increase over year 1901 | 117.00 |
| 1907-1908 | 11.25 per week, or 585.00 per year, increase over year 1901 | 117.00 |
| 1908-1909 | 11.50 per week, or 598.00 per year, increase over year 1901 | 130.00 |
| 1909-1910 | 12.00 per week, or 624.00 per year, increase over year 1901 | 156.00 |
| 1910-1911 | 12.00 per week, or 624.00 per year, increase over year 1901 | 156.00 |
| 1911-1912 | 12.00 per week, or 624.00 per year, increase over year 1901 | 156.00 |
| 1912-1913 | 13.50 per week, or 702.00 per year, increase over year 1901 | 234.00 |
| 1913-1914 | 13.50 per week, or 702.00 per year, increase over year 1901 | 234.00 |
| 1914-1915 | 13.50 per week, or 702.00 per year, increase over year 1901 | 234.00 |

Total\$1,924.00

Double drivers, prior to organizing, \$10.50 per week.

| | | |
|-----------|---|----------|
| 1902-1903 | \$12.00 per week, or \$624.00 per year, increase over year 1901 | \$ 78.00 |
| 1903-1904 | 13.00 per week, or 676.00 per year, increase over year 1901 | 130.00 |
| 1904-1905 | 14.00 per week, or 728.00 per year, increase over year 1901 | 182.00 |
| 1905-1906 | 14.00 per week, or 728.00 per year, increase over year 1901 | 182.00 |
| 1906-1907 | 14.00 per week, or 728.00 per year, increase over year 1901 | 182.00 |
| 1907-1908 | 14.00 per week, or 728.00 per year, increase over year 1901 | 182.00 |
| 1908-1909 | 14.50 per week, or 754.00 per year, increase over year 1901 | 208.00 |
| 1909-1910 | 15.00 per week, or 780.00 per year, increase over year 1901 | 234.00 |
| 1910-1911 | 15.00 per week, or 780.00 per year, increase over year 1901 | 234.00 |
| 1911-1912 | 15.00 per week, or 780.00 per year, increase over year 1901 | 234.00 |
| 1912-1913 | 16.50 per week, or 858.00 per year, increase over year 1901 | 312.00 |
| 1913-1914 | 16.50 per week, or 858.00 per year, increase over year 1901 | 312.00 |
| 1914-1915 | 16.50 per week, or 858.00 per year, increase over year 1901 | 312.00 |

Total\$2,782.00

The following is the agreement just signed covering the members of the Truck Drivers' Local Union No. 705, beginning November 1, 1915, and continuing in full force and effect until October 31, 1920:

| | |
|--------------------------------|--------------|
| One-horse wagons |\$15.00 |
| Single wagon and team attached | 17.00 |

| | |
|---|-------|
| Double wagons | 18.00 |
| Three-horse wagons | 20.00 |
| Four-horse wagons | 21.00 |
| Six-horse wagons | 23.00 |
| One-ton gasoline truck | 18.00 |
| Two-ton gasoline truck | 19.50 |
| Three-ton gasoline truck | 20.50 |
| Four-ton gasoline truck | 22.50 |
| Five-ton gasoline truck | 24.50 |
| Six-ton gasoline truck | 26.00 |
| Seven-ton gasoline truck | 27.00 |
| Electric trucks, three tons or over | 18.00 |

DURING the month of December the majority of our local unions will elect their officers. These elections mean much to our organization; both to the local union and the International. A local officer or the officer of a Joint Council may either be a benefit or a detriment to the local movement, and if he is a success in his local or in the joint council he is generally a great benefit to the general organization. Too little thought is sometimes given by our membership to the selection of the men to represent their local unions. Many of the members do not seem to care who is selected as their officers, and that is where a mistake is made. Then again the good-fellow is elected without regard to his honesty or ability. Many of our local unions have paid the penalty for selecting the good-fellow as an officer; the man who cannot say "No," and who wants to please every one, whether right or wrong. Many a good-fellow has been elected to office, and the first thing we hear in the General Office is a call for the General Auditor to go over the accounts of the local union, and generally a shortage is found. This information becomes public property. It hurts the union in the eyes of the public and discourages the membership to the extent that many drop out and refuse to pay dues.

What we want the local unions to do is to select the best men in their unions; men who are not afraid to do what is right regardless of the opinion of others; men who are reliable, honest and sober, and when this is done the local union's affairs are in safe-keeping and will surely prosper.

If you have, as officers of your union, men who are not honest and reliable, then this is the time to get busy and make a change, but if, on the other hand, you have a good set of officers who are doing good for your local union, it is your duty, as union men, to re-elect them and show them your appreciation for their good work. Do not make the statement that they have been there long enough, or that some one else should have the job. The man who spends his time day and night in the interest of his fellowmen is hard to find, and when you do find one, hang on to him just so long as he continues to do what is right and just by those he represents. Beware of the fellow who is always seeking office in the local union. You will generally find him opposed to everything that is advocated by your officers that is meant to benefit the conditions of your membership.

Now let me ask each and every member of our International Union to attend the meetings of the organization; to be there on election day

and to cast your vote for the best element in your union to represent you as officers and to care for your interests in the future, and when this is done, in my opinion, nothing but success can crown your efforts.

OWING to the large amount of correspondence that had accumulated at the General Office during my absence attending our convention in San Francisco, I left that city immediately after the adjournment of the convention and came direct to Indianapolis, where I found that we had numerous requests for strike endorsements, and many other matters that were referred to the General Office by the convention. These matters needed attention at once. I was also anxious about the agreement of our Local Union No. 705, it being our largest local union, and knowing that if there was trouble with the employers, it might finally involve the entire organization in Chicago, and for that reason I decided not to return to San Francisco as a delegate to the American Federation of Labor convention, to which I was elected a delegate at our recent convention. President Tobin appointed Vice-President Casey to act in my stead and the interest of our organization has been amply taken care of by the other four delegates to that convention.

IT was indeed with sorrow and regret we learned of the death of James Kirby, General President of the Brotherhood of Carpenters and Joiners of America. No man in the labor movement of our country was more sincere or honest. He worked hard night and day in the interest of his fellow trade unionists. He was first head of the National Building Trades of America, when it was last formed in Washington, D. C., in 1908, and three years ago was elected President of the carpenters. He was loved and honored by not only the membership of his own organization, but by every unionist in our country. His death was a severe shock to us, as we were neighbors in the same office building, and Brother Kirby had a cheery, smiling, happy disposition that made everyone respect and love him.

His death is indeed a blow to the carpenters' organization and his passing away is a loss to the entire labor movement of the country. He was a resident of South Chicago for many years and a very great help to our local No. 742 of that district.

His death was rather sudden. We sure miss him, because he was a real man and our labor movement can ill-afford to let him go at this time, when we need fighters so badly, but Providence has ordained otherwise and we must bow our heads in submission and say to our departed co-worker, "Farewell, Jim, you have gone to your reward in the great beyond, where there is peace and no more strife, and when our turn comes our brightest hope is that we may again meet you never more to part."

THE General President, in his argument to the convention in endeavoring to raise the per capita tax so that a death benefit might be paid by the International Union to the family of any deceased member in good standing, read the following report to the convention, and it was ordered published in the Journal, on motion of Delegate Neer of Local No. 753, Milk Wagon Drivers, of Chicago.

The convention decided not to establish the death benefit, thereby refusing to endorse the General President's recommendation.

It was also requested by Delegate Neer that the General President find out, if possible, what dues were paid by the local unions affiliated with the International Unions mentioned below. This information cannot be obtained at this time, as these local unions have the power to establish whatever dues they see fit to establish, and each city and town may differ as to the dues. Many International Unions, however, set a minimum due, such as the sheet metal workers, whose constitution states that the dues of a local union must not be lower than \$1.25 per month:

Carpenters and Joiners' Union pay death benefit of from \$100.00 to \$200.00, \$50.00 death benefit for member's wife and \$400.00 disability benefit. Per capita tax, 25 cents per month, and an assessment of \$1.00 per member per year.

Journeyman Stone Cutters' Association pay death benefit of \$100.00 to \$150.00; per capita tax 50 cents per month. Thirty per cent. of the per capita goes into this fund.

Molders' International Union—Death benefit, \$100.00 to \$200.00 \$5.40 per week sick benefit; out of work benefits equal to thirteen weeks' dues; per capita 40 cents per week—55 per cent. of per capita placed in general fund, out of which death benefit is paid—20 per cent. for sick benefit, 8 cents of which is used for out of work benefit.

Brick, Tile and Terra Cotta Workers—Death benefit, \$50.00; per capita 20 cents per month—15 cents placed in general fund, out of which death benefit is paid—5 cents for defense fund.

Wood, Wire and Metal Lathers' Union—Death benefit, \$100.00; per capita 30 cents per member per month and \$1.00 initiation fee. Death benefit paid out of general fund.

Pattern Makers' League—Death benefit of \$50.00 to \$400.00; sick benefit, \$4.00 per week; per capita, \$1.00 per month, 20 cents for death benefit.

Hotel and Restaurant Employes and Bartenders' Union—Death benefit, \$50.00; per capita, 20 cents per member per month, 7 cents of which goes into the death benefit fund.

International Typographical Union—Death benefit from \$75.00 to \$400.00; per capita tax for this alone, one-half of 1 per cent. of total earnings, amounting to about 48 cents per month per member, out of which death benefit is paid. Old age pension, \$5.00 per week for members of sixty years of age; per capita tax for this, one-half of 1 per cent. of total earnings.

Metal Polishers, Buffers, Platers, Brass and Silver Workers—Death benefit, \$50.00 to \$200.00; per capita, 70 cents per member per month, 45 cents of which is placed in the general fund, out of which death benefit is paid.

Carriage, Wagon and Automobile Workers' Union—Death benefit from \$50.00 to \$200.00; per capita, 50 cents per member per month, 10 cents placed in death benefit fund.

Machine Printers and Color Mixers' Union—Death benefit of \$200.00, which is raised by assessing each member 50 cents.

Tobacco Workers' International Union—Death benefit, \$50.00; 40 per cent. of revenue received placed in death benefit fund.

Stove Mounters' International Union—Death benefit of \$100.00;

per capita, 15 cents per member per week; 15 per cent. of weekly per capita placed in death benefit fund.

Painters, Decorators and Paperhangers—Death benefit from \$50.00 to \$300.00; \$25.00 death benefit for member's wife; per capita, 30 cents per member per month; \$1.00 initiation, 50 cents for reinstatement; 50 per cent. set aside for death benefit fund.

Brotherhood of Operative Potters—Death benefit of \$50.00 to \$200.00; per capita, 15 cents per month for each male member and 10 cents per month for female members, from which death benefit is paid.

Travelers' Goods and Leather Novelty Workers—Death benefit of \$25.00 to \$100.00; 5 cents of the per capita is placed in death benefit fund, and also \$1.00 reinstatement fee.

International Stereotypers and Electrotypers' Union—Death benefit of \$100.00; per capita, 50 cents per member per month, placed in general fund, out of which death benefit is paid.

Bridge and Structural Iron Workers—Death benefit, \$150.00; per capita, 50 cents per member per month, 15 cents of which is placed in the death benefit fund.

United Hatters' Union—Death benefit from \$100.00 to \$300.00; per capita tax, 2 per cent. of the earnings of its members, placed in general fund, out of which all benefits are paid.

Meat Cutters and Butcher Workmen—Death benefit of \$50.00 to \$100.00; per capita tax, 35 cents, 5 cents of which is used for death benefit.

Textile Workers—Death benefit of \$50.00.

Glass Bottle Blowers' Association—Death benefit of \$500.00, for which each member of the union is required to pay 10 cents assessment on each death.

Hod Carriers and Common Laborers' Union—Death benefit from \$50.00 to \$100.00; per capita, 15 cents per member per month and \$1.00 initiation fee, which is placed in general fund, out of which all expenses are paid.

Glassworkers—Death benefit from \$50.00 to \$75.00; disability benefit, \$75.00 to \$1.00; per capita tax, 40 cents per month, placed in general fund, from which all payments are made.

Tunnel and Subway Constructors' Union—Death benefit \$75.00 to \$150.00, which is paid by an assessment of 20 cents on each member per death.

Switchmen's Union—Death benefit ranging from \$375.00 to \$1,500.00, for which a premium of 65 cents to \$2.50 is charged.

Cigar Makers' Union—Death benefit from \$50.00 to \$550.00; \$3.00 per week out of work benefit; \$5.00 per week sick benefit. All moneys received are placed in a general fund, out of which all benefits and expenses are paid. Last year it cost \$4.40 per member to pay this death benefit of \$550.00.

Leather Workers—Death benefit of \$40.00 to \$100.00; also sick benefit of \$5.00 per week; dues 30 cents per week for beneficiary members; 20 cents per week for non-beneficiary, in addition local with over fourteen members pays to International two-thirds of all initiation fees and dues.

Sheet Metal Workers—Death benefit of \$100.00; per capita, 40 cents per member per month, out of which 5 cents is placed in death benefit fund. (Convention, just held, raised tax to 50 cents per month.)

Plasterers' and Cement Finishers—Death benefit of \$100.00 to

\$200.00; per capita is 25 cents per member per month, and twice a year an assessment of 25 cents is levied on each member.

Boot and Shoe Workers' Union—Death benefit, \$50.00 to \$100.00; disability benefit, \$100.00; sick benefit of \$5.00 per week. The general fund, out of which all benefits are paid, is made up of two-thirds of all receipts from initiation fees, dues and fines, and all receipts from assessments that may be levied.

Street and Electrical Railway Employees pay a disability benefit, a death benefit and an old age benefit, but a member is entitled to only one of these claims. These benefits run from \$100.00 to \$800.00; per capita, 50 cents per member per month, 26 cents of which is placed in the disability, death and old age fund. Should the fund become exhausted they may levy an assessment, not to exceed \$1.00 per year.

Electrical Workers—Death benefit of \$100.00 to \$300.00; 5 cents of monthly per capita placed in this fund and in addition a semi-annual assessment of 50 cents a month must be paid by members for this fund.

Coopers' International Union—Death benefit of \$100.00. Death benefit fund created by assessment of 20 cents per member, and when fund falls below \$1,000.00 they levy the assessment.

Photoengravers pay death benefit; tuberculosis benefit of \$7.00 per week; per capita, 70 cents per month on journeymen member and 25 cents on apprentices in their fifth year. Death benefit is paid from general fund, amount \$100.00. Sixty per cent. of per capita is placed in general fund, 20 per cent. in tuberculosis fund and 20 per cent. in defense fund.

Granite Cutters—Death benefit of \$50.00 to \$200.00; loss of sight benefit of \$500.00. General dues are \$1.00 per month. All moneys received by local unions, outside of essential expenses and \$10.00, must be placed in general fund of the International, out of which all benefits, such as death, sight and old age pension of \$60.00 is paid. Five per cent. of all income received at International placed in loss of sight fund, and if fund gets below \$1,000.00, assessment of 50 cents may be issued.

Paper Makers' International—Death benefit of \$50.00 to \$300.00. For male help per capita is 55 cents, for female 30 cents, 10 cents of which is placed in death benefit fund.

Steam Shovel and Dredge Men—Death benefit of \$100.00. Every member, upon joining, must pay into death benefit fund \$2.00, and when fund gets below \$300.00 or \$400.00 an assessment of \$2.00 is levied on all members who participate in this fund.

Quarry Workers—Death benefit of \$50.00 to \$125.00; per capita, 35 cents, to send to headquarters, together with half initiation, fines, assessments of local once a month placed in general fund, out of which death benefit is paid.

Railroad Telegraphers have mutual benefit department and members eligible to that department are issued certificates, Series A \$300.00, B \$500.00 and C \$1,000.00, and on January and July 1 of each year those holding certificate for \$300.00 must pay \$1.20; \$500.00, \$1.80; \$1,000.00, \$3.60. May levy assessment if necessary.

Retail Clerks' Union—Death benefit from \$25.00 to \$200.00; 25 cents per capita, and two special assessments each year, or a total of \$3.50 per member per year, and sick benefit of \$5.00 per week, all paid out of general fund.

Plumbers and Steamfitters' Union—Death benefit of \$100.00; sick benefit of \$5.00 per week. Their revenue consists of 40 per cent. of dues,

initiation fees and reinstatement fees paid to the local unions, placed in a general fund, out of which all expenses are paid, as well as all benefits.

Piano and Organ Workers' International Union—Death benefit from \$50.00 to \$300.00, \$40.00 for death of member's wife; sick or disability, \$5.00 per week, paid from general fund.

Wood Carvers' International Union—Death benefit, \$150.00; \$50.00 on death of member's wife; 25 cents assessment paid by each member when initiated, and when fund gets below \$600.00 assessment of 25 cents per member is levied.

Lithographers of America—Death benefit from \$50.00 to \$500.00, which is paid from the general fund, and when the fund falls below \$22,000.00 they levy an assessment of 50 cents per member. Per capita tax to the general fund is \$1.00 per quarter.

PIN-MONEY GIRL A DETRIMENT TO BONI FIDE TOILER

No man should permit his daughter or sister to work at any kind of wagepaying occupation unless driven to do so by actual necessity. We have in mind when we say this the thousands of girls who are not compelled to work for a living, but go out seeking employment that they might have what they call "pin money." "Just to have something to do," is the way some tell it. Little as they think it, their "pin money" wage sets the scale for the women who are compelled to work in order to live. It enables the unscrupulous employer to fix a wage scale below what any woman can live upon comfortably. It is the cause of the \$5 scale, and also the cause of the excessive hours of toil for women. It is a system that makes it impossible for thousands of needy women to secure a wage that will feed and clothe them comfortably, and then there are the widows with little children to think of, to be clothed and to be fed, and they are dependent upon this scale fixed by the "pin money" girl. Fathers, mothers and women's clubs all over the land should speak out against the "pin money" girl—not to blame her, for she is a good but thoughtless girl—but in order that

she may be made to know the harm she is doing.—Baltimore Trade Unionist.

SOME VERY VITAL FACTS

The Manley report which the United States Industrial Relations Commission has just ordered submitted to Congress declares the following to be the conditions of labor and industry in America:

Of the millions and millions of workingmen in this country, one-third are poverty stricken.

Thirty-seven per cent. of wives and mothers of workingmen are forced to do hard work themselves to help keep the wolf from the door.

Five hundred dollars is the annual income of half of the wage-earning fathers.

Less than \$15 per week is the wages of two-thirds of the adult male workers.

Nearly half of the women workers earn less than \$6 per week.

Three or more persons occupy every sleeping room in thirty-seven per cent. of the workers' homes.

Babies of the poor die three times as fast as those of the rich.

Nearly twenty per cent. of the school children of this country are underfed and undernourished.

One out of every twelve corpses in New York is buried in the potter's field.

CORRESPONDENCE



CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Being unable to reach the members of our organization west of Chicago individually, I wish to thank them through the columns of our Journal for the very pleasant time shown us outside of the hours of the convention. In my experience in the movement I have never attended a convention including the American Federation of Labor where the effort was made to please and show each one as pleasant and profitable a time as at our own convention in San Francisco, and that is in no way finding fault with any previous convention. I think the boys are unanimous in the opinion that Brother Decker from No. 226 is entitled to the medal as secretary of the Entertainment Committee. And it is indeed a pleasure to see the difference in the attitude and caliber of the delegates of the Teamsters, Chauffeurs, Stablemen and Helpers over what they were a few years ago. I believe it was one of the best things that has ever happened to our movement when the convention in Indianapolis decided to go to the coast this year. It gave the boys there an opportunity that possibly they will never have again of seeing the convention in action.

I also want to thank the delegates for selecting me as a delegate to the American Federation of Labor, and I also want to apologize to them for not being able to return to San Francisco to attend this convention. I was counting much on the return trip to the coast in addition to attending the convention. I was looking forward to renewing my acquaintance with many of the

boys in and around San Francisco and having the opportunity of attending some of their meetings, which privilege was denied me when there for lack of time, but on my return home I found such a volume of work in and around the office that it was an utter impossibility for me to leave. It is astonishing how much will accumulate in two weeks, and I assure you it was with much regret that I gave up the trip, feeling as I did that it held many points of education and interest, as well as many moments of pleasure.

Fraternally yours,
W. A. NEER.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Not having written anything for the magazine for some time past, I believe this the opportune time to write and inform you, as well as the members of our organization, of the fact that we have been successful in our negotiations with our employers for an increase of \$1.50 per week for teamsters and \$1.50 to \$2.00 per week for chauffeurs, to take effect November 1, 1915. While the situation at times looked very doubtful as far as receiving any increase was concerned, I wish to say that we have our General Secretary, Thos. L. Hughes, to thank for our victory. Day and night he assisted our committee both at meetings of employers and of local union, and I am frank to admit that through his efforts our local union was saved and the members persuaded from taking action which they would have regretted for all time. In behalf of the wage scale committee and also the members of this local union I wish to extend to Brother

Hughes our sincere appreciation for the services he rendered us in this matter.

Fraternally yours,
HARRY HANSON,
Sec.-Treas., L. U. No. 705.

DES MOINES, IOWA

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I am writing you a few lines to let you know that the teamsters of Des Moines are still coming in good shape. We have added to our membership several new members in the last two months. Mr. C. W. Flynn, one of our loyal members, had his arm fractured and his elbow dislocated and was in the hospital for some time. He is, however, able to get around now, but it will be a long time before he is able to work again.

We are having a hard time to get our coal drivers to stay by the union, as they let the company make them think that the union is no good, and the driver believes it, for which he curses the union, but when the company thinks they have him about where they want him, they cut his wages down so that he can hardly make a living and nearly starves, but he has to take it, for has not the boss made him believe that the union is no good. However, when he gets his eyes opened and sees where he is wrong, he wants to come back to the union. It is strange that some people never seem to learn what the union is and what it is doing for them until they are away from it and the boss cuts their wages.

Before the transfer drivers were organized they were getting \$11.00 or \$12.00 per week and no overtime and had to go to the barn twice on Sunday without pay, and if they worked overtime would only get straight time for it, and if they worked two hours would probably get 30 or 40 cents. Now they do

not have to go to the barn on Sunday unless they have some special work to do and for which they get time and one-half, and one man stays and works all day helping the barn man take care of the horses and gets his \$2.25 for it the same as if he worked any other day. Fraternally yours,

J. C. McFADDEN,
Secretary Local No. 90.

SAN FRANCISCO, CAL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—Just a few words from Local 278 of San Francisco. We among the other locals, feel pleased at your expressions of pleasure experienced on your trip here. The delegates were also pleased to note that they were given the earthquake promised them when Brother Casey was bidding for the convention for San Francisco. We have only one regret, and that is, that Brother Steve Sumner of Chicago did not like our California wines. Nevertheless he will admit that our milk is pretty good. As to Local 278 we wish to say that conditions are good, as we have only one or two members out of work. Our only bone of contention is a new delivery company which has violated our working agreement several times. Machines are rapidly taking the place of horses in the delivery business, as it is almost impossible for a horse to travel here on a wet day, owing to the slippery condition of the pavements. It is hoped that some remedy will be found in the near future, as accidents occur every day, both to horse and autos, owing to this condition. At this time of writing the convention of the American Federation of Labor is convening here. We have been granted jurisdiction over the mineral and soda water wagon drivers and are rapidly or-

ganizing them. Wishing you all prosperity and happiness.

Fraternally yours,

E. T. PREUSS,

Secretary Local 278 and Financial
Secretary Joint Council of Team-
sters No. 7.

ST. LOUIS, MO.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I was instructed by the Teamsters' Joint Council No. 13 of St. Louis and vicinity, to have you publish the following in the monthly magazine for the information of the teamsters throughout the country. Thomas Le Page, former vice-president of the Transfer Teamsters and Helpers' Local No. 600 did not respond when called upon to strike with his brother workers during recent trouble here with the team owners. He was tried and expelled from Local No. 600. Trusting this information may be of some value, I am, Fraternally yours,

D. J. MURPHY,

Secretary Teamsters' Joint Council
No. 13.

IMMIGRANTS WHO DON'T BE- COME CITIZENS

The Federal Bureau of Naturalization gives some interesting information in a report on its work of "making citizens out of the raw material of the resident foreigner." Claims made by opponents of immigration restriction and of the literacy test are refuted by the bureau's figures. Immigrants coming from certain sections of Europe have been pictured by these persons as being actuated by the lofty intention of coming to the United States with a view to establishing homes and helping in the work of developing the freedom, the democracy and the liberty of all citizens. That a very large percentage of these foreign illiterates maintain

their allegiance to European potentates is, however, made clear by the bureau's figures which show that in 1910 there were nearly 14,000,000 foreigners in this country, and that of this number 9,000,000 were not citizens, and that the foreign body has been increased nearly 1,000,000 annually since that time.

The report shows further that upwards of eighty-five thousand foreigners have been refused citizenship papers during the past nine years and that one-half of these have been declared to be either morally or mentally unfit.

On the large number of non-citizens in this country the bureau comments as follows:

"By far the larger portion of the foreign residents of this country have retained their allegiance to the sovereignty of their birth. Recently, reports in the public press have shown many of these are ready to respond to the behest of these sovereignties. It is well known that large numbers returned immediately upon the call of the country of their nativity, leaving the ties, personal, family, industrial, and others which have grown up in this country, for the stronger call of allegiance to the foreign sovereignty. This was the case prior to the great war of Europe, in the lesser wars among the Balkan states."

The advocacy of a literacy test for immigrants is unqualifiedly indorsed in the following statement by the bureau:

"Among the approximately 14,000,000 foreign alien residents, 1,650,361 are classed as illiterate. These illiterates are the natural prey of the designing and scheming foreigners and natives, as well, at every turn. They compel them to pay tribute, both in cash and blood, for every service both real and imagined, and in the gratification of their desires, however unscrupulous."—Firemen and Enginemen.

MISCELLANY



THE LABOR CENTER

On the seventh of November, 1915, New York launched on her shores a most remarkable ship. It was manned by brave officers, it was not equipped with any implement of murder; it stands on the high seas of the labor movement, with its banner raised to heaven and bearing the inscription of "Workingmen, Get Together, This is to be the Last Great Protest Against the Wrongs of Ages." Our determination must be to educate, to use our reason, to take back the stolen wealth and restore it to a grander manhood and womanhood. Our glorious mission must be to forever and all time obliterate from the life of mankind the brutal stigma of poverty upon our nation. This, I think, is the great movement of which Wendell Phillips spoke of in the seventies. We must instil into the minds of the workers the idea that the financial pirates rob and degrade us because we permit them; that the watchman on the tower keeps crying "get together," "get together, workingmen," and that the man on the tower is Frank P. Walsh. His brave mate, who is willing to face the storm is Carl Beck. Stop all personal ambitions for glory. Let us center our efforts on the labor center, for which we have long waited. Thank God I have lived to see the breaking rays of the sun into labor's mind. In the past labor has been divided by factions, which have failed to understand each other. The labor center enables these factions to meet in mutual sympathy and understand the common needs and aims. With our united efforts we can show Wall street and 26 Broadway street that

we, too, have a clearing house. By united action we can show the enemy that we have the power to protect our interests without resorting to the brutal methods which they have pursued. All honor to you brave boys of the new age!—Mother Jones in Miners' Magazine.

One may be right, another mistaken; but if I have more strength than my brother, it shall be employed to support, not oppress, his weakness; if I have more light, it shall be used to guide, not to dazzle him.—Burke.

The elevation of the laborer to a higher standard of living, to comfort and decency, and to the maintenance of self-respect are of more importance to the general welfare than cheap sugar, cheap cigars and cheap clothing.

THE FOUNDATION OF SUCCESS

(Continued from Page 3.)

marily upon sound principles and secondarily on policies.

Surely it is worth while to make our organization more effective and thereby attain a greater degree of success. Success is measured by accomplishment — a record of things done.

Better shop conditions, shorter hours, higher wages, better food, clothing and shelter for our wives and children, that is what success means. We must give and take on matters of policy, but stand a unit on principle, in order to attain the greatest possible degree of success.

Let us make the effort, and the results obtained will be our reward. —Cincinnati Chronicle.

Organizer Farrell reports conditions in Massillon, Ohio, as on the improvement. The local union is doing well, and with the exception of one or two concerns that at present are not dealing with the local union, everything else is going along satisfactorily.

We are glad to hear that Auditor Briggs's health is improving. He is now in New York City auditing the books of the local unions in that district, and we hope that his health will continue to improve.

Organizer Ashton reports that Local Union No. 477 of Philadelphia has been successful in having its new agreement signed up by the employers. This agreement gives to the members of Local No. 477 an increase in wages of \$1.50 per week and improved working conditions over the old agreement.

Local Union No. 33 of Washington, D. C., has been successful in having the greatest majority of their employers sign their new wage agreement and we are satisfied that the balance of the employers, who have not as yet signed, will do so without any trouble.

Official Magazine
of the
International Brotherhood
of Teamsters, Chauffeurs
Stablemen *and* Helpers
of America

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All orders should be sent through the Secretary of the Local Union to

THOMAS L. HUGHES, Secretary
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